



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

2 NAVY ANNEX

WASHINGTON DC 20370-5100

TRG

Docket No: 4708-99

14 September 2000

From: Chairman, Board for Correction of Naval Records
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD OF [REDACTED]

Ref: (a) Title 10 U.S.C. 1552

Encl: (1) DD Form 149 w/attachments
(2) Case Summary
(3) Subject's naval record

1. Pursuant to the provisions of reference (a), Petitioner, a former enlisted member of the United States Navy filed enclosure (1) with this Board requesting that her reenlistment code be changed.

2. The Board, consisting of Mr. Chapman, Ms. Gilbert and Ms. Humberd, reviewed Petitioner's allegations of error and injustice on 6 September 2000 and, pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, naval records, and applicable statutes, regulations and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, finds as follows:

a. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy.

b. Enclosure (1) was filed in a timely manner.

c. Petitioner reenlisted in the Navy on 27 June 1996 for three years. At that time she had completed more than four years of active service. On 10 November 1996, she reported to Naval Air Station, Sigonella, Italy. At that time she had a one year old daughter. On 29 July 1998, she gave birth to another daughter.

d. The discharge package is not filed in the record. However, it is clear that family care problems limited Petitioner's availability for military duties and deployability, and she was processed for discharge due to parenthood. The record shows that her husband was in the Navy and was stationed

in the State of Washington.

e. In the performance evaluation for the period 16 June 1998 to 4 November 1998, Petitioner was assigned marks of 3.0 (meets standards) in six of the seven evaluation categories. In the remaining category she was assigned a mark of 2.0 (progressing) in the category of "Personal Job Accomplishment/Initiative". The evaluation shows that she was promotable but was not recommended for retention. The evaluation comments state, in part, as follows:

... is being separated from (the) Naval Service ... due to parenthood. Her failure to make adequate family care arrangements has limited her range of military duties and worldwide availability.

Petitioner was honorably discharged due to parenthood on 4 November 1998. At that time, she was assigned an RE-4 reenlistment code.

f. The Board is aware that regulations allow for the assignment of an RE-3B or an RE-4 reenlistment code when an individual is discharged due to parenthood.

CONCLUSION:

Upon review and consideration of all the evidence of record the Board concludes that Petitioner's request warrants favorable action. The Board has no knowledge of the availability of child care in Sigonella, Italy. However, it is clear to the Board that with a newborn and a three year old daughter, she had child care problems. The Board also notes that her husband was unavailable to assist. Given the circumstances, and the satisfactory final performance evaluation, the Board concludes that no useful purpose is now served by the RE-4 reenlistment code and it should now be changed to the less restrictive RE-3B reenlistment code. This code will alert recruiters that child care issues will have to be resolved before reenlistment can be authorized.

RECOMMENDATION:

a. That Petitioner's naval record be corrected to show that on 4 November 1998 she was assigned an RE-3B reenlistment code vice the RE-4 reenlistment code now of record.

b. That this Report of Proceedings be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's

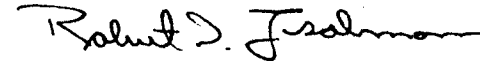
review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above entitled matter.

ROBERT D. ZSALMAN
Recorder



ALAN E. GOLDSMITH
Acting Recorder

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)) and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of reference (a), has been approved by the Board on behalf of the Secretary of the Navy.



for W. DEAN PFEIFFER
Executive Director